

MEMORANDUM

TO: City of Arlington Retiree Health Plan Participants
FROM: Workforce Services
SUBJECT: 2011 Retiree Open Enrollment
DATE: October, 2010

Retiree 2011 Open Enrollment will be November 5 – 30, 2010.

2011 Retiree Statement of Coverage: Your automatic enrollment effective January 1, 2011 is based on your current benefit plan elections for medical, dental and vision plans. **Do not complete a Retiree Benefit Election Form UNLESS you want to change or cancel your enrollment in any benefit plan for the 2011 plan year.**

IMPORTANT INFORMATION: Visit www.arlingtontx.gov for 2011 information including rate charts and the Retiree Guide. To access information you will select **Retirees** from the City Programs drop down box on the left hand side and then select **CITY BENEFITS**.

2011 Plan Year Changes

1. **Value Pharmacy Plan Changes to Tier Program.** Eligible pharmacy expenses under the Value plan will now be reimbursed based on four tiers (15%, 25%, 40% and 50%). After the annual deductible is met (\$1,500 / \$3,000), you will pay the percentage for the tier your prescription is assigned until you have paid **EITHER** the maximum prescription out-of-pocket of \$2,000 per person **OR** you have paid the Value Plan maximum out-of-pocket in 2011. When each person has met the \$2,000 pharmacy out-of-pocket maximum, pharmacy expenses for that person will be paid at 100% of eligible charges for the balance of the 2011 plan year.
2. **MetLife Dental & EyeMed Vision** – New providers have been selected for both the dental and vision plans. Individuals enrolled in a dental or vision plan in 2010 will automatically be enrolled in the corresponding plan with MetLife / EyeMed in 2011. To drop or change coverage in 2011, complete a 2011 Retiree Benefit Election Form and provide to us no later than November 30, 2010 at 5 p.m. If enrolled in the DHMO dental plan you are required to contact MetLife with your dentist selection in mid January.
3. ***Secure Horizons** – 2011 information will be updated on the city's website as soon as the Centers for Medicare and Medicaid (CMS) have finalized plan details.
4. ***UHC Medicare Part D Pharmacy Plan** - 2011 information will be updated on the city's website as soon as CMS finalizes plan details.
5. ***AARP Plans** – 2011 information will be updated on the city's website as soon as CMS finalizes plan details.

***Medicare Advantage & Supplement benefits are updated annually based on federal regulations. CMS has not finalized 2011 plan details so they will be posted on the City's website as soon as they are available.**

6. Patient Protection and Affordable Care Act (PPACA) Plan Updates –

- a. Effective January 1, 2011, a retiree may enroll, re-enroll or continue enrollment of dependents until they attain age 26. To enroll a dependent child with an effective date of January 1, 2011, complete a Retiree Benefit Election form and send to Workforce Services no later than November 30, 2010.
- b. Pre-existing conditions no longer apply to dependent children under the age of 19.
- c. Health Savings Account (HSA): Effective in 2011, the cost for over-the-counter drugs not prescribed by a doctor is excluded from being reimbursed on a tax-free basis through an HSA. The excise tax on ineligible distributions will increase from 10% to 20% in 2011.

NOTE: The above is a brief summary of the PPACA changes that impact the City of Arlington benefit plans. Please review the other Required Notices enclosed.

What is Required to Continue Enrollment in 2011?

If under age 65 and you need to change either your benefit plan election or the coverage level (example from Retiree + Spouse to Retiree Only) for 2011, you must submit a 2011 Benefit Election Form filled out completely to Workforce Services no later than November 30, 2010, at 5 p.m. **If you will keep your 2011 enrollment exactly as reflected on your enclosed 2011 Retiree Statement of Coverage, DO NOT complete a 2011 Benefit Election Form.**

If 65 and over and you are currently enrolled in Secure Horizons or one of the AARP Medicare supplement plans (with or without the UHC Medicare Part D Pharmacy plan) and you **DO NOT** need to make changes to your coverage for 2011, **DO NOT complete a 2011 Benefit Election Form.** If you want to add, change or cancel coverage with Secure Horizons or AARP, you are required to contact them directly before coverage will be added, changed or cancelled. You also must complete and submit a 2011 Retiree Benefit Election Form to the City to make any change in your benefit elections and send to Workforce Services no later than November 30, 2010 at 5 p.m.

Retiree Meetings & Help Session Scheduled for Friday November 5, 2010

Retiree Meeting	8:30 a.m.	Council Chamber	101 W Abram St.
Retiree Meeting	10:30 a.m.	Council Chamber	101 W Abram St.
Help Session	12:30 thru 4 p.m.	City Tower IT Training 6 th floor	101 S Mesquite St.

Help Sessions Scheduled for Friday November 12, 2010

Help Session	8:30 thru 11:30 a.m.	City Tower IT Training 6 th floor	101 S Mesquite St.
Help Session	1:00 thru 4:00 p.m.	City Tower IT Training 6 th floor	101 S Mesquite St.

? QUESTIONS ? E-mail RetireeBenefitsQ&A@arlingtontx.gov

Packet Enclosures: Personal Statement of Coverage, Pharmacy Creditable Coverage, PPACA Required Notices, Contacts Listing and 2011 Retiree Benefit Election Form